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Commonwealth of Massachusetts

Board of Library Commissioners

MASSACHUSETTS

PUBLIC LIBRARY DATA

Personnel Report

1993 Data

Finalized April 22, 1994

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Introduction

The Personnel Report (1993) displays salary and staffing information from data submitted by 353 (94%) of the Commonwealth's 374 public libraries.

The following two pages provide definitions for each of the data items presented in this report.

Summaries of data from this report and from the other two reports (Circulation and Services and Financial Statistics), are contained in the separate Summary Tables and Graphs Report.

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Definitions for Data in the Personnel Report, 1993

Column Heading	*Definition*
Municipality/Library	*Name of the municipality - also contains the library name when there are multiple independent libraries in a municipality.*
Pop	*Population of the municipality from the U.S. Census 1992 population estimates.*
Reg	*Library region in which the municipality is located. C=Central, E=Eastern, W=Western*
Dir. Wk. Hours	*Director's Weekly Hours - Total number of paid hours worked by the library director in a typical week.*
Director Education	*Highest educational level completed by the library director as of 6/30/93.*

Column Heading	*Definition*
Education Levels	
DLS/MLS	*Number of staff holding Doctorate or Masters' in Library Science degrees as the highest education level completed.*
Oth Grad	*Number of staff holding Doctorate or Masters' degrees other than MLS as highest education level completed.*
BLS	*Number of staff holding BLS degree as highest educational level completed.*
BS/BA	*Number of staff holding Bachelors degrees other than BLS as their highest educational level completed.*
ASSOC	*Number of staff having completed two or more years of college, but not holding a Bachelors degree.*
<2 yr	*Number of staff having completed some college but less than two years of college.*
HSGrad	*Number of staff having completed high school as their highest educational level completed.*
Other	*Number of staff with other or unknown education levels.*

Column Heading	*Definition*
MLS FTE	*Full-time equivalency for staff completing an MLS. This is computed by dividing the reported total weekly hours worked by all staff holding an MLS by 35.*
FTE	*Full-time equivalency. This is computed by adding hours worked by all employees and dividing by 35.*
#FT	*Number of full-time employees, 35 hours per week or more.*
#PT	*Number of part-time employees, less than 35 hours per week.*
#Vol	*Number of persons volunteering time to the library in FY93.*
Avg.Vol. Hrs/Week	*Estimate of the average number of hours per week given by volunteers to the library. This is computed by dividing the reported annual estimate of hours volunteered by 52.*

Occupation Abbrev.	Occupation Title
Lib. Direc	Director
Assis Direc	Assistant Director
Senr Lib	Senior Librarian
Branch Lib	Branch Librarian
Adult Lib	Staff Librarian - Adult Reference Services
Child. Lib	Staff Librarian - Children's Reference Services
Circ Lib	Staff Librarian - Circulation Services
Tech. Lib	Staff Librarian - Technical Services
YA Lib	Staff Librarian - YA Services
Other Lib	Staff Librarian - Other
Senr Tech	Library Associate/Senior Library Technician
Lib Tech	Library Technician
Pages	Pages
Admin Assis	Administrative Assistant
Clercl Staff	Clerical Staff
Cust	Custodial Staff

Top line of data indicates minimum hourly compensation in the range reported by the library. Bottom line indicates maximum hourly rate in the range reported. When the top line is blank and the bottom line contains a value, only one hourly figure was reported for the position.

Personnel Report

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Population Group A (0 - 1,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth	DLS/MLS Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Alford	409	W													
Ashfield	1,689	W	20.0	HS Grad.	0	0	0	1	1		0.8	0	3	0	
					0	0	0	1	0						
Becket	1,528	W		Assoc.	0	0	0	1	0		0.0	0	0	10	38.5
					0	0	0	0	0						
Blandford	1,183	W	19.0	<2 Yrs.Col.	0	0	0	0	0		0.7	0	3	3	0.4
					0	0	0	2	0						
Charlemont	1,268	W	15.0	Assoc.	0	0	0	1	0		0.4	0	1	6	0.5
					0	0	0	0	0						
Chester	1,329	W	18.0	Assoc.	0	0	0	1	0		0.5	0	2	12	6.2
					0	0	0	0	0						
Chesterfield	1,071	W	16.0	BA/BS	0	0	0	0	0		0.5	0	1	10	1.0
					0	1	0	0	0						
Chilmark	696	E	30.0	Other Grad.	0	0	0	0	0		1.7	0	3	7	7.7
					2	0	0	0	1						
Clarksburg	1,714	W	30.0	HS Grad.	0	0	0	0	1		0.9	0	1	5	14.2
					0	0	0	0	0						
Colrain	1,791	W	15.0	Assoc.	0	0	0	1	0		0.5	0	2	0	
					0	0	0	0	0						
Conway	1,580	W													
Cummington	818	W	10.0	BA/BS	0	0	0	0	0		0.3	0	1	2	0.2
					0	1	0	0	0						
Egremont	1,292	W	15.0	BA/BS	0	0	0	0	0		0.4	0	1	0	
					0	1	0	0	0						
Erving	1,318	W													
Florida	763	W	10.0	HS Grad.	0	0	0	0	1		0.5	0	2	0	
					0	0	0	1	0						
Gay Head	186	E	10.0	MLS/DLS	1	0	0	0	0	0.3	0.3	0	1	4	1.9
					0	0	0	0	0						
Gill	1,563	W													
Goshen	853	W	10.0	Assoc.	0	0	0	1	0		0.3	0	1	2	2.0
					0	0	0	0	0						
Gosnold	98	E													
Granville	1,520	W													

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group A (0 - 1,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Alford																
Ashfield	8.50									6.00 7.25						
Becket	Vol.															
Blandford	6.75														4.50	5.00
Charlemont	6.41															
Chester	6.25															5.00
Chesterfield	7.00															
Chilmark	14.40 18.26									9.35 11.85			6.00			
Clarksburg	7.00															
Colrain	7.50									5.25						5.25
Conway																
Cummington	Stip.															
Egremont	6.00															
Erving																
Florida	7.00	6.00														
Gay Head	14.01															
Gill																
Goshen	5.00															
Gosnold																
Granville																

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Hancock	712	W												
Heath	716	W	20.0	<2 Yrs.Col.	1 0	0 0	0 1	0 0	0.1	0.7	0	2	5	2.0
Hinsdale	1,986	W	12.0	BA/BS	0 0	0 1	0 1	1 0		0.7	0	4	3	8.1
Leverett	1,784	W	17.4	BA/BS	0 0	0 1	0 0	0 0		0.5	0	2	25	1.9
Leyden	680	W	10.0	BA/BS	0 0	0 1	0 0	0 0		0.3	0	1	12	0.2
Middlefield	412	W	12.0	<2 Yrs.Col.	0 0	0 0	0 1	0 0		0.3	0	1	1	2.9
Monroe	123	W												
Monterey	813	W	18.0	BA/BS	0 0	0 2	0 0	0 0		0.6	0	2	0	
Montgomery	772	W	15.0	BA/BS	0 0	0 1	0 0	0 0		0.4	0	1	30	6.3
Mount Washington	135	W												
New Braintree	923	C	15.0	HS Grad.	0 0	0 0	0 0	1 0		0.5	0	2	8	4.2
New Marlborough	1,227	W	16.8	BA/BS	0 0	0 1	0 0	0 0		0.5	0	1	0	
New Salem	770	W	12.0	<2 Yrs.Col.	0 0	0 0	0 1	0 1		0.7	0	2	2	1.9
Oakham	1,587	C	16.0	Assoc.	0 0	0 0	1 0	1 0		0.8	0	3	3	1.9
Otis	1,150	W												
Pelham	1,330	W	10.0	BA/BS	1 0	0 1	0 0	0 0	0.1	0.3	0	2	12	3.8
Peru	812	W		HS Grad.	0 0	0 0	0 0	1 0		0.0	0	0	9	9.6
Petersham	1,130	C	13.5	Assoc.	0 0	0 1	1 0	0 0		1.0	0	3	6	0.5
Phillipston	1,476	C	10.0	HS Grad.	0 0	0 0	0 0	1 0		0.3	0	2	6	3.8
Plainfield	577	W	11.0	HS Grad.	0 0	0 0	0 0	1 0		0.3	0	1	0	

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Population Group A (0 - 1,999)

Municipality	Lib. Direc	Assis Direc	Salary Ranges: Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Hancock																
Heath	7.80	5.06														
Hinsdale	7.00						5.80									6.00
Leverett	7.70															5.10
Leyden	5.50															
Middlefield	Stip.															
Monroe																
Monterey	14.50	8.75														
Montgomery	Stip.															
Mount Washington																
New Braintree	Stip.															9.00
New Marlborough	7.50															
New Salem	4.50 7.00									4.25 5.50						
Oakham	6.50														Stip.	Stip.
Otis																
Pelham	8.00	8.00														
Peru	Vol.															
Petersham	10.45	9.50														Stip.
Phillipston	Stip.															Stip.
Plainfield	6.00															

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Richmond	1,698	W	11.0	BA/BS	0 0	0 1	2 0	0 0		0.6	0	3	4	1.5
Rowe	390	W												
Royalston	1,203	C	15.0	HS Grad.	0 0	0 0	0 0	1 0		0.4	0	1	3	0.2
Russell	1,643	W	12.0	HS Grad.	0 0	0 0	0 0	3 0		0.9	0	5	0	
Sandisfield	710	W	12.0	HS Grad.	0 0	0 0	0 1	1 0		0.4	0	2	0	
Savoy	660	W	1.8	Other Grad.	0 1	0 0	0 0	0 0		0.1	0	1	0	
Shelburne - Arms Library	1,975	W	24.0	Other Grad.	1 1	0 0	1 0	0 0	0.2	1.2	0	3	3	1.0
Shelburne - Shelburne Free	1,975	W	11.0	MLS/DLS	1 0	0 0	0 0	0 0	0.3	0.3	0	1	0	
Shutesbury	1,654	W	14.0	BA/BS	0 0	0 1	0 0	0 0		0.4	0	2	36	12.8
Tolland	298	W		Other Grad.	0 1	0 0	0 0	0 0		0.0	0	0	10	10.6
Truro	1,568	E	18.0	MLS/DLS	1 0	0 0	0 0	0 0	0.5	0.6	0	2	22	44.2
Tyringham	364	W												
Wales	1,699	W		HS Grad.	0 0	0 0	0 0	1 1		0.1	0	1	5	3.1
Warwick	731	W	10.0	BA/BS	0 0	0 1	0 0	0 0		0.3	0	1	4	0.8
Wendell	914	W	15.0	<2 Yrs.Col.	0 0	0 1	0 1	0 0		0.5	0	2	10	5.8
West Stockbridge	1,509	W	17.0	HS Grad.	0 0	0 0	0 0	1 0		0.5	0	1	8	0.8
West Tisbury	1,929	E	30.0	MLS/DLS	1 1	0 0	2 0	0 0	0.9	2.4	0	4	5	4.1
Westhampton	1,362	W	20.0	BA/BS	0 0	0 1	1 0	0 0		0.8	0	3	10	1.9
Whately	1,428	W	20.0	<2 Yrs.Col.	0 0	0 1	0 1	0 0		0.9	0	3	3	3.8
Windsor	812	W												
Worthington	1,232	W	20.0	Assoc.	0 0	0 0	1 0	0 0		0.6	0	1	6	3.8

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Population Group A (0 - 1,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Richmond	8.25											4.50				
Rowe																
Royalston	5.00															
Russell	7.00	6.00								5.50						5.00 6.00
Sandisfield	5.50	4.25														
Savoy	Stip.															
Arms Library	7.00 7.50											4.25 5.25				
Shelburne Free	10.25															
Shutesbury	7.00															7.69
Tolland	Vol.															
Truro	8.33 11.41															10.00
Tyringham																
Wales	Vol.											4.50				
Warwick	8.20															
Wendell	6.53									6.53						
West Stockbridge	6.00															
West Tisbury	14.24 19.07	11.63 15.59										9.50 12.72				
Westhampton	7.00					5.50										5.00
Whately	8.76	6.76														8.76
Windsor																
Worthington	9.00															

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group B (2,000 - 4,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Ashby	2,835	C												
Avon	4,582	E	35.0	BA/BS	0 0	0 2	3 2	1 0		5.4	1	9	4	10.1
Barre	4,680	C	35.0	Other Grad.	0 2	0 2	0 0	0 1		2.1	1	5	0	
Berkley	4,702	E	20.0	Assoc.	0 0	0 0	2 0	1 0		1.3	0	3	18	6.1
Berlin	2,330	C	20.0	MLS/DLS	1 1	0 1	1 0	2 2	0.6	1.5	0	8	0	
Bernardston	2,049	W												
Bolton	3,286	C	25.0	MLS/DLS	1 2	0 1	0 2	0 0	0.7	1.5	0	7	2	0.2
Boxborough	3,687	C	20.0	MLS/DLS	1 0	0 1	2 0	0 0	0.6	1.9	0	4	1	0.7
Boylston	3,550	C	35.0	MLS/DLS	2 0	0 2	0 1	0 1		3.0	1	6	10	9.2
Brimfield	3,136	C												
Brookfield	3,064	C	22.0	<2 Yrs.Col.	0 0	0 0	2 1	0 0		1.3	0	4	19	2.6
Buckland	2,013	W	15.0	HS Grad.	0 0	0 0	0 0	1 0		0.4	0	1	17	1.2
Carlisle	4,453	E	37.0	MLS/DLS	2 0	0 2	1 0	0 0	2.1	3.3	2	3	20	12.0
Cheshire	3,354	W	15.0	BA/BS	0 0	0 1	0 0	0 0		0.4	0	1	7	3.8
Dunstable	2,420	E	20.0	Assoc.	0 0	0 2	1 2	0 0		1.8	0	5	3	3.8
East Brookfield	2,010	C	30.0	MLS/DLS	1 0	0 0	0 0	0 0	0.9	0.9	0	1	3	1.3
Eastham	4,518	E	35.0	BLS	2 1	1 2	0 0	1 0	0.7	2.9	1	6	19	43.8
Edgartown	3,089	E	40.0	MLS/DLS	2 0	0 1	1 1	1 0	1.9	4.6	1	5	24	13.5
Essex	3,337	E	29.0	BA/BS	0 0	0 2	0 0	0 0		1.2	0	2	4	10.7
Hadley	4,243	W	5.5	BA/BS	0 0	0 1	0 1	2 0		1.5	0	4	5	3.0

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group B (2,000 - 4,999)

Municipality	Lib. Direc	Assis Direc	Salary Ranges Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
Ashby																
Avon	13.19 15.17	10.50 12.07									8.67 9.97	8.67 9.97	6.19 7.03		6.19 7.03	6.19 7.03
Barre	17.84										4.95 5.43					6.34
Berkley	10.50										8.40	7.35				5.00
Berlin	10.82	8.02				7.92				7.61			4.40			
Bernardston																
Bolton	10.88 14.16	8.18 10.62									7.61					6.00
Boxborough	11.12 14.18											6.52 8.70				
Boylston	12.45 16.81	11.53 15.56				9.15 12.35						6.14 6.86	4.68 5.23			6.37 7.13
Brimfield																
Brookfield	10.15	5.25								5.25						5.25
Buckland	8.40															
Carlisle	18.41	12.86									8.99 9.30	8.06				
Cheshire	9.00															
Dunstable	10.30	7.40						6.75 7.20				6.45				
East Brookfield	10.00															
Eastham	11.63 14.14	8.60 10.06				6.87 8.04		6.87 8.04		6.87 8.04		6.87 8.04			6.87 8.04	
Edgartown	15.17 19.19	11.57 14.64					8.84 11.18	10.82 13.68				7.71 9.74				
Essex	9.55	8.23														
Hadley	7.35	9.47					4.54 7.10									

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Grad	DLS/MLS Oth	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Hampden	4,784	W	28.0	Other Grad.	0	1	0	0	1		2.5	0	4	35	13.5
Hardwick - Gilbertville	2,455	W		Other Grad.	0	1	0	0	1		0.4	0	2	19	5.6
Hardwick - Paige Memorial	2,455	W	7.0	<2 Yrs.Col.	0	0	0	1	1		0.4	0	3	12	4.4
Hatfield	3,230	W	20.0	Other Grad.	0	1	1	1	0		1.3	0	5	1	1.4
Holland	2,055	W	20.0	Assoc.	0	0	0	0	0		0.6	0	1	0	
Hubbardston	3,124	C	22.0	Assoc.	0	0	0	2	0		1.2	0	3	0	
Huntington	2,095	W	14.0	<2 Yrs.Col.	0	0	0	1	0		0.8	0	2	0	
Lanesborough	2,975	W	13.0	BA/BS	0	1	0	1	0		0.7	0	3	0	
Marion	4,577	E	29.0	MLS/DLS	1	0	1	0	2	0.8	2.6	0	5	15	1.9
Mendon	4,294	C	5.0	BA/BS	0	0	1	0	2		1.3	0	6	0	
Millville	2,426	C	16.0	Other Grad.	0	1	0	0	0		0.5	0	2	0	
Nahant	3,751	E	50.0	MLS/DLS	1	1	2	0	3	1.4	4.2	1	12	8	38.5
North Brookfield	4,805	C	24.0	BA/BS	0	1	2	1	0		1.9	0	6	7	14.2
Northfield - Dickinson	2,961	W	40.0	Other Grad.	0	1	0	1	1		2.4	1	3	20	7.7
Northfield - Field	2,961	W	4.0	<2 Yrs.Col.	0	0	0	1	0		0.1	0	1	5	1.0
Oak Bluffs	2,821	E	20.0	BA/BS	1	0	4	0	0	0.2	2.3	0	7	16	18.2
Paxton	4,177	C	32.0	Assoc.	0	0	1	0	1		2.3	0	5	30	10.3
Plympton	2,448	E	30.0	MLS/DLS	1	0	0	0	0	0.9	1.4	0	2	23	7.7
Princeton	3,248	C	30.0	BA/BS	0	1	4	1	0		2.2	0	7	4	8.0
Provincetown	3,553	E	40.0	BA/BS	0	0	4	0	0		4.1	3	1	22	23.3

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group B (2,000 - 4,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
Hampden	12.75					9.19					6.76		4.25			
Gilbertville	Vol.										Stip.					Stip.
Paige Memorial	8.50											4.25				5.00
Hatfield	5.60		5.80									4.25			4.25	
Holland	5.77															
Hubbardston	8.08											5.70				6.37
Huntington	6.25	5.55														
Lanesborough	8.00										8.00	6.00				
Marion	17.77					10.69					10.35	8.40				9.07
Mendon	8.20 15.00									6.00 7.00		4.00 4.50				Stip.
Millville	6.50 7.50															4.00 4.33
Nahant	14.21					7.95						7.25	4.50			19.23
North Brookfield	9.30	7.19										6.04			6.30	6.04
Dickinson	11.18	7.60											3.60 4.00			5.95
Field	Stip.															
Oak Bluffs	10.86 13.59									7.34 9.52	8.05 10.09				7.34 9.52	7.21 9.23
Paxton	14.74	7.36										5.71	4.47 5.09			10.00
Plympton	9.70											7.20				
Princeton	9.62				7.09	7.09	5.85 6.05	6.24								6.76
Provincetown	13.74	11.57										8.52			10.24	

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group B (2,000 - 4,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Rochester	4,048	E	17.0	MLS/DLS	1 0	0 0	0 0	1 0	0.5	0.5	0	2	5	4.8
Rowley	4,804	E	25.0	MLS/DLS	1 0	0 3	2 0	1 1	0.7	2.3	0	9	0	
Sheffield	2,985	W	44.0	MLS/DLS	1 0	0 2	0 0	0 1		2.0	1	4	7	7.1
Sherborn	4,098	E	40.0	MLS/DLS	3 0	0 4	1 0	0 1	3.4	5.6	3	6	17	38.5
Southampton	4,641	W	22.0	BA/BS	0 0	0 1	0 2	1 0		2.0	0	5	15	7.7
Stockbridge	2,363	W	40.0	BA/BS	0 0	0 7	0 1	0 0		5.0	3	6	2	8.1
Sunderland	3,363	W	40.0	MLS/DLS	1 0	0 1	0 0	0 0	1.1	1.4	1	1	30	11.5
Tisbury	3,049	E	40.0	MLS/DLS	1 1	0 3	2 0	0 0	1.1	6.9	5	2	15	9.6
Upton	4,968	C	40.0	<2 Yrs.Col.	0 0	0 0	0 3	0 0		1.8	1	2	6	0.7
Warren - Public Library	4,518	C	35.0	BA/BS	0 0	0 2	0 0	0 0		1.4	1	2	17	14.7
Warren - West Warren	4,518	C	15.5	<2 Yrs.Col.	0 0	0 0	0 1	0 0		0.4	0	1	0	
Wellfleet	2,563	E	35.0	MLS/DLS	1 2	0 1	1 1	0 1	.0	4.3	1	6	12	25.0
Wenham	4,301	E	35.0	MLS/DLS	3 1	3 0	0 0	2 0	1.7	4.4	2	7	6	6.9
West Brookfield	3,602	C	20.0	BA/BS	0 0	0 1	0 1	0 0		1.4	0	3	25	2.4
West Newbury	3,622	E	40.0	Assoc.	0 0	0 0	1 1	2 0		3.1	2	2	11	5.2
Williamsburg - Haydenville	2,518	W	8.0	HS Grad.	0 0	0 0	0 0	1 0		0.2	0	1	4	5.5
Williamsburg - Meekins	2,518	W	24.0	BA/BS	0 0	0 2	2 0	0 0		1.5	0	5	15	41.8

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group B (2,000 - 4,999)

Municipality	Lib. Direc	Assis Direc	Salary Ranges Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
Rochester	10.00														6.30	
Rowley	10.32					8.30					8.61	5.00 6.15	4.25 5.50			8.14
Sheffield	10.25						6.50 6.75									6.50
Sherborn	13.46 20.22	10.94 16.39				9.38 14.09		9.38 14.09			7.55 11.35	6.60 9.90			4.25 6.38	
Southampton	9.70					7.50						6.99	5.32			6.31
Stockbridge	11.13	7.35	8.05									6.30 7.67				6.95
Sunderland	10.75										7.07					
Tisbury	13.90 17.29	10.69 13.23									8.90 10.96	8.39 10.32				
Upton	11.21	7.50				7.50										
Public Library	13.33	6.98														5.00
West Warren	Stip.															
Wellfleet	17.19										10.79 12.24	9.78	6.27			
Wenham	15.38	10.90				10.98	9.01 9.43			9.15			5.67			
West Brookfield	10.22	7.38														6.45
West Newbury	12.01		9.95				8.80				7.56					
Haydenville	5.00															
Heekins	8.75	7.75								4.50						6.00

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group C (5,000 - 9,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Acushnet	9,888	E	15.0	MLS/DLS	1 0	0 0	1 0	2 0	0.4	2.0	0	5	1	0.5
Adams	9,220	W	35.0	MLS/DLS	1 0	0 0	1 0	3 0	1.0	5.9	5	1	0	
Ashburnham	5,602	C	35.0	BLS	1 0	1 0	1 1	0 0	0.7	2.4	1	4	47	2.0
Ayer	6,368	C	40.0	BA/BS	0 1	0 2	1 1	1 0		3.7	1	5	0	
Blackstone	8,158	C	32.5	BLS	0 1	1 0	0 0	1 0		2.0	0	3	1	0.6
Boxford	6,551	E	40.0	MLS/DLS	1 1	0 7	1 0	2 0	1.1	6.4	1	12	15	27.9
Brewster	8,758	E	35.0	MLS/DLS	2 1	0 3	0 0	2 1	1.6	5.8	3	7	60	7.7
Chatham - Eldredge	6,348	E	35.0	MLS/DLS	2 0	0 2	1 1	0 1	2.0	5.8	2	6	65	67.3
Chatham - So. Chatham	6,348	E	3.0	Other Grad.	0 1	0 1	0 0	0 0		0.1	0	2	0	
Cohasset	7,257	E	40.0	MLS/DLS	2 1	0 2	0 0	1 4	2.0	7.9	5	6	58	45.0
Dalton	7,155	W	40.0	MLS/DLS	1 0	0 0	1 2	1 1	1.1	3.9	1	6	4	1.5
Deerfield - Dickinson	5,086	W	11.0	BA/BS	0 1	0 1	0 0	0 0		0.4	0	2	5	2.2
Deerfield - Tilton	5,086	W	20.0	MLS/DLS	1 0	0 1	0 0	1 1	0.6	1.5	0	4	24	7.0
Dighton	5,766	E	20.0	MLS/DLS	1 0	0 0	0 0	1 0	0.6	1.2	0	2	0	
Douglas	5,961	C	27.0	BA/BS	0 0	0 2	0 0	1 1		2.5	0	5	2	2.9
Dover	5,126	E	35.0	MLS/DLS	2 1	0 1	0 0	2 0	1.6	4.1	2	4	4	8.5
Dudley	9,677	C	40.0	MLS/DLS	1 0	0 0	0 0	3 0	1.1	2.8	2	3	0	
Freetown - Hathaway	8,462	E	10.0	<2 Yrs.Col.	0 0	0 0	0 3	0 0		0.6	0	4	1	0.1
Freetown - White	8,462	E	15.0	<2 Yrs.Col.	0 0	0 0	0 1	1 0		0.7	0	3	1	0.2
Georgetown	6,626	E	22.0	MLS/DLS	1 1	0 2	1 0	3 2	0.6	3.9	0	11	2	7.7

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group C (5,000 - 9,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
Acushnet	10.00	8.61										6.72			4.36	4.25
Adams	13.40	10.35				8.71	6.73	7.99						7.99		7.99
	17.58	13.58				11.43	8.82	10.48						10.48		10.48
Ashburnham	13.37									6.39						6.81
	18.72									8.15						8.13
Ayer												7.00				
	14.13										8.82	9.75				
Blackstone												5.50				
	14.35											6.00				
Boxford	11.90					8.18					8.18	6.65	5.62	7.92		7.44
	14.44					9.92					9.92	7.85	5.78	9.60		9.02
Brewster											12.21	9.59				
	20.89					14.69					12.99	10.87			10.50	9.01
Eldredge	16.00	12.26									7.08					
	20.07	15.30									9.18		5.00			15.38
So. Chatham	6.00									6.00						
Cohasset	16.68				12.25	12.25					10.52	8.26	4.25			8.36
	22.71				16.68	16.68					14.28	11.37	5.25			11.37
Dalton	14.41	9.55									7.61	7.61	5.52			6.68
Dickinson	10.35													6.00		
Tilton	14.65					8.13						6.00	4.75			
Dighton	7.65	5.68														4.54
Douglas	11.18					9.04	7.96						4.65			7.46 9.94
Dover	19.47	8.55				12.51 14.93	10.29 12.30	11.91 14.23								
Dudley	12.50					7.21										
	14.80					8.21						5.05				4.90
Hathaway	6.88									6.88					5.68	5.68
	9.95									9.95					8.24	8.24
White	6.88									5.68						5.68
	9.95									8.24						8.24
Georgetown												6.74				
	12.67					9.52					7.80	7.08	4.58	9.43		10.70

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	Education and Staffing Levels DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Granby	5,823	W	37.0	BA/BS	0 0	0 2	0 0	1 0		2.1	1	2	4	10.0
Great Barrington	7,683	W	40.0	BLS	1 1	1 0	0 1	4 0	0.8	6.7	2	6	13	0.8
Groton	8,264	C	35.0	MLS/DLS	1 0	0 3	0 0	2 0	1.0	5.3	2	5	12	32.7
Groveland	5,414	E	29.0	<2 Yrs.Col.	0 0	0 2	0 2	0 0		2.2	0	4	3	12.0
Halifax	6,646	E	40.0	MLS/DLS	1 0	0 2	1 0	1 0	1.1	3.4	1	4	7	15.7
Hamilton	7,413	E	40.0	MLS/DLS	1 0	0 6	0 0	1 0	1.1	5.7	3	6	42	4.8
Hanson	9,279	E	35.0	MLS/DLS	1 0	0 1	1 1	1 0	1.0	3.4	1	5	15	16.7
Hopedale	5,719	C	34.0	BA/BS	0 0	0 3	1 0	1 1		3.3	0	7	4	2.1
Hopkinton	9,902	C	40.0	Assoc.	0 0	0 4	1 0	6 0		5.9	2	9	8	14.4
Kingston	9,514	E	35.0	MLS/DLS	1 0	0 2	1 0	3 0	1.0	5.9	4	3	12	37.8
Lakeville	8,214	E	25.0	BA/BS	0 0	0 1	2 0	0 0		2.4	0	4	338	11.8
Lancaster	6,615	C	21.5	MLS/DLS	1 0	0 1	3 0	0 1	0.6	2.8	0	7	3	5.5
Lee	5,681	W	35.0	MLS/DLS	1 0	0 0	2 2	0 1	1.0	4.4	1	7	0	
Lenox	5,082	W	35.0	MLS/DLS	4 0	0 7	0 0	1 0	3.6	7.7	3	10	160	19.2
Lincoln	7,828	E	32.0	MLS/DLS	6 0	0 5	2 0	0 0	4.7	10.7	2	13	22	42.3
Littleton	7,192	C	28.0	MLS/DLS	2 0	1 4	3 0	2 2	1.1	8.6	2	13	30	19.2
Lunenburg	9,232	C	36.0	BA/BS	1 0	0 3	0 1	2 0	0.6	4.4	2	6	150	26.9
Manchester-by-the-Sea	5,410	E	37.5	MLS/DLS	1 0	0 2	0 1	0 0	1.1	3.9	3	2	45	48.1
Mashpee	8,518	E	30.0	MLS/DLS	1 0	0 1	1 0	1 0	0.9	2.9	0	5	32	50.0
Mattapoisett	5,859	E	35.0	BLS	0 0	1 0	3 1	0 0		3.4	1	4	1	5.0

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group C (5,000 - 9,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Granby	10.52											6.55			5.72	
	14.60											9.06			7.42	
Great Barrington	10.47	7.72				7.23						6.41				
	15.48	10.45				9.53						8.68				
Groton	13.95	8.27				9.69						7.23				7.73
	18.36	10.88				12.75						9.51				10.17
Groveland	10.40	8.08									5.92	4.38				
Halifax						7.02					7.02	7.02				
	14.02					8.34					8.34	8.34				
Hamilton	14.35	10.70	9.84				9.15						4.93			9.80
	16.57	12.35	11.37				9.59						7.80			10.63
Hanson	16.93										8.32	7.09			5.89	11.25
Hopedale	14.22					9.75	8.20				9.23		5.07			11.20
Hopkinton	10.92					9.70	7.60								7.85	
	12.69					10.85	8.40								9.50	
Kingston	16.49										9.93	6.70				
	19.49										10.62	8.37	6.66			
Lakeville	8.50										8.00	5.00				
	9.90										8.60	5.60				5.00
Lancaster	12.54	8.89				8.23					7.61	6.52	6.04			6.52
	15.86	11.25				10.40					9.63	8.26	7.64			8.26
Lee												6.96				7.70
	18.13										8.48	8.04	4.18			10.30
Lenox	22.53	15.43				14.00				9.77	7.25	4.96	4.50	11.45		7.43
Lincoln	18.87	16.80	14.94		14.11	13.31	9.96				10.56			10.56		10.56
	25.37	22.58	18.94		17.90	16.89	12.62				13.36		5.66	13.36		13.36
Littleton	11.15	9.25				9.00				6.00	6.75	5.50				6.60
	15.65	11.15				9.90				9.00	8.35	6.60	5.00			7.70
Lunenburg	15.42	10.62				11.80					7.30		4.71			6.92
	22.54	15.54				17.27					10.67		6.89			10.11
Manchester-by-the-Sea	18.90									11.18					8.57	9.76
	22.60									12.14					9.22	10.59
Mashpee	15.56										10.38				7.76	7.31
											12.36				9.24	8.72
Mattapoisett	10.52										6.94	6.00	4.70			
	14.13										11.63	7.87	6.17			

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Grad	DLS/MLS Oth	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Merrimac	5,420	E	35.0	BA/BS	0	0	3	1			3.3	1	6	0	
					0	1	1	0							
Middleton	5,130	E			0	0	0	1			5.3	1	10	27	48.1
					0	1	3	4							
Millis	7,892	E	35.0	MLS/DLS	1	1	2	0	1.0		3.8	1	8	8	44.0
					1	1	1	2							
Monson	8,084	W	28.0	BA/BS	0	0	0	1			2.6	1	6	14	7.0
					0	2	2	0							
Montague	8,393	W	35.0	MLS/DLS	2	0	0	4	2.0		4.9	3	5	0	
					0	2	0	0							
Nantucket	6,246	E	40.0	MLS/DLS	2	1	0	2	2.0		5.9	2	8	0	
					1	2	1	0							
Newbury	5,962	E	36.0	MLS/DLS	1	0	1	3	1.0		3.5	1	6	2	5.8
					0	1	0	0							
Norfolk	9,679	E	40.0	MLS/DLS	2	0	1	0	1.8		7.1	3	10	7	3.8
					1	5	4	0							
Norwell	9,513	E	37.5	MLS/DLS	3	0	3	0	3.2		8.6	5	7	8	11.1
					1	3	1	0							
Orange	7,466	W	35.0	MLS/DLS	1	0	0	2	1.0		3.2	2	6	15	15.4
					0	2	0	1							
Orleans	5,793	E	40.0	MLS/DLS	3	0	0	0	2.2		7.5	2	14	100	105.8
					1	5	6	0							
Plainville	6,955	E	40.0	MLS/DLS	2	0	0	3	1.7		3.9	1	5	12	8.9
					0	1	0	0							
Rehoboth	8,873	E	20.0	BA/BS	0	0	0	0			1.8	0	7	15	17.3
					0	3	4	0							
Rockport	7,609	E	40.0	MLS/DLS	1	0	2	0	1.1		7.8	2	12	10	22.1
					0	6	0	4							
Rutland	5,105	C	23.0	MLS/DLS	1	0	0	4	0.7		2.7	0	7	6	12.0
					0	0	1	0							
Salisbury	6,987	E	35.0	BA/BS	0	0	1	0			2.7	1	3	0	
					0	2	1	0							
Shirley	6,232	C	26.0	BA/BS	0	0	0	0			1.9	0	4	5	4.8
					0	1	2	0							
Southborough	6,816	C	40.0	BA/BS	0	0	1	1			5.2	3	7	10	30.0
					0	4	0	3							
Southwick	7,959	W	37.5	MLS/DLS	1	0	1	2	1.1		3.5	2	3	3	7.7
					0	1	0	0							
Sterling	6,760	C	40.0	Vacant	0	0	0	2	1.1		3.8	1	6	24	15.5
					0	2	1	1							

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Population Group C (5,000 - 9,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Merrimac	12.47				6.52	7.50				7.56	6.52		5.00			10.00
Middleton		8.47			8.17	8.17				8.17			5.00			
		10.24			9.82	9.82				9.82			5.50			7.48
Millis	15.90					9.85					6.32		4.25			
	16.05					11.81					7.58		4.50			
Monson											7.20					
	19.53										8.86	7.20				7.00
Montague	15.51			10.99		11.98					9.25	8.48				
	17.82			12.62		13.76					10.62	9.75				
Nantucket													6.35			
	20.19	16.41	22.44			11.55					11.49	8.14	7.35			15.35
Newbury										9.29						
	13.63									10.53	7.72	7.12				10.50
Norfolk	15.46	13.64				11.43	6.75	10.30					5.01			
	21.72	19.16				16.06	9.48	14.46					7.03			
Norwell	17.92				12.18	12.18		12.18			12.18	8.19			7.58	8.19
	23.57				15.97	15.97		15.97			15.97	10.79	5.42		9.96	10.79
Orange												5.72				5.71
	14.05					11.17					7.72	10.40			4.42	6.02
Orleans	16.42				10.79						9.32	8.88		11.18	9.90	9.78
	19.98				13.13						11.63	10.75	4.56	13.60	12.00	11.04
Plainville	13.83					9.70		9.68				6.65				
	15.91					11.10		11.34				7.65				
Rehoboth	6.43					7.56						5.80				
Rockport				11.43		10.72		9.96		9.96						
	15.75			11.82		11.00		10.77		10.77			4.25			9.96
Rutland	10.95	9.60				9.35						6.50				6.50
Salisbury	12.66	7.99	6.96												6.33	
Shirley	10.83	7.68										6.47				8.59
Southborough	16.56					11.08					8.98		7.05		7.75	7.75
	20.29					13.57					11.00		8.61		9.50	9.50
Southwick												6.50				
	14.54	9.54				7.00						7.00				
Sterling	11.56					9.30					9.30	7.47				
	13.88					11.16					11.16	8.96	5.89			

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	Education and Staffing Levels: D'S/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	* Avg.Vol. Hrs/Week
Stow	5,406	E	35.0	MLS/DLS	1 0	0 2	0 0	0 1	1.0	2.6	1	3	37	4.8
Sturbridge	8,052	C	40.0	MLS/DLS	2 0	0 3	0 1	1 3	1.7	6.9	1	9	7	13.3
Sutton	7,134	C	40.0	BA/BS	0 0	0 1	1 2	3 0		3.0	1	7	0	
Templeton	6,691	C												
Topsfield	5,783	E	37.5	BA/BS	0 0	0 7	2 0	0 0		6.0	2	7	6	10.6
Townsend	8,803	C	20.0	<2 Yrs.Col.	0 0	0 1	0 1	2 0		1.8	0	4	85	3.3
Tyngsborough	9,118	E	35.0	MLS/DLS	1 0	0 1	0 2	1 0	1.0	4.0	3	3	18	6.5
Ware	9,861	W	30.0	BA/BS	0 0	0 1	1 1	1 0		3.0	0	5	0	
West Boylston	6,546	C	40.0	MLS/DLS	1 0	0 4	2 0	1 0	1.1	5.9	2	7	53	8.0
West Bridgewater	6,378	E	40.0	MLS/DLS	1 0	0 2	3 1	0 0	1.1	4.4	2	5	8	3.0
Westminster	6,408	C	35.0	MLS/DLS	1 0	0 6	0 0	1 0	1.0	3.9	2	6	10	2.2
Williamstown	8,056	W	37.5	MLS/DLS	1 0	0 3	1 0	1 0	1.1	4.9	2	4	14	23.1
Winchendon	9,034	C	37.0	MLS/DLS	1 0	0 0	0 4	0 0	1.1	3.2	1	5	0	
Wrentham	9,518	E	35.0	BA/BS	0 0	0 4	0 0	1 2		3.9	2	5	3	6.7

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group C (5,000 - 9,999)

Municipality	Lib. Direc	Assis Direc	Salary Ranges Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Stow	15.23										8.25		6.33		7.18	
	19.03										10.45		8.55		9.68	
Sturbridge			9.05								7.49	6.80				
	12.02		11.41								8.91	8.10	6.31			
Sutton			7.99	7.99						5.96		5.15				
	12.60		9.71	9.71						7.25		6.25				6.57
Templeton																
Topsfield	11.73										6.15	6.15		9.07		
	16.86										10.50	10.50		14.11		
Townsend											5.51					
	10.00					7.77					6.08					
Tyngsborough	14.47	10.91										8.56				7.14
	18.79	14.17										12.24				9.27
Ware																
	14.74					9.95	6.00								6.27	9.64
West Boylston							7.45									
	17.06	11.58	9.67				7.66				7.30					6.25
West Bridgewater	12.02					8.57	10.20	7.97			7.97	6.00				
	16.35					13.09	13.01	10.58			10.58	10.00				
Westminster																
	14.15		9.02		8.94						7.26	6.28	5.04			
Williamstown											7.50					
	14.32	11.79				10.88					8.66					
Winchendon												5.50				
	12.94										8.15	5.84				6.95
Wrentham	13.49					11.61					9.09		4.25			
	15.58					12.88					10.36		5.00			

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	Education and Staffing Levels DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Abington	14,054	E	40.0	MLS/DLS	1 1	0 2	2 2	0 0	1.1	6.5	5	3	13	7.7
Amesbury	14,996	E	35.0	MLS/DLS	2 0	0 2	2 1	2 0	2.0	7.3	4	5	39	19.2
Ashland	12,355	E	40.0	BA/BS	0 0	0 2	2 0	0 1		3.2	1	4	19	15.5
Athol	11,471	C	40.0	MLS/DLS	3 0	0 3	0 0	2 2	3.4	7.7	4	8	0	
Bedford	12,942	E	40.0	MLS/DLS	8 1	0 9	0 3	1 0	5.0	14.1	7	18	15	27.3
Belchertown	11,364	W	40.0	MLS/DLS	1 0	0 1	2 0	0 1	1.1	3.1	1	4	0	
Bellingham	14,959	E	30.0	MLS/DLS	1 0	0 5	3 0	1 0	0.9	5.2	0	11	20	9.6
Carver	10,886	E	35.0	MLS/DLS	2 0	0 0	0 2	0 1	1.5	3.0	1	5	7	13.5
Charlton	10,990	C	20.0	BA/BS	0 0	0 1	1 0	2 2		2.8	0	6	3	3.0
Clinton	12,978	C	35.0	BA/BS	0 1	0 1	0 0	3 1		5.2	1	6	0	8.8
Dennis - Memorial	13,669	E												
Dennis - Sears	13,669	E												
Dennis - South Dennis	13,669	E												
Dennis - West Dennis	13,669	E												
Duxbury	14,076	E	40.0	MLS/DLS	2 0	0 7	1 0	1 1	2.3	9.7	8	4	24	11.5
East Bridgewater	11,646	E	35.0	MLS/DLS	1 1	0 4	0 0	0 0	1.0	6.3	5	3	8	15.0
East Longmeadow	13,597	W	37.0	MLS/DLS	2 0	0 6	0 1	3 0	2.1	10.9	6	7	3	12.3
Foxborough	14,826	E	40.0	MLS/DLS	3 0	0 2	0 0	4 3	3.1	9.4	6	7	33	66.0
Grafton	13,141	C	35.0	MLS/DLS	1 0	0 2	1 0	4 0	1.0	5.4	1	9	20	2.9
Hanover	12,318	E	37.5	MLS/DLS	3 0	0 3	0 1	0 1	3.1	5.8	3	6	23	15.1

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Population Group D (10,000 - 14,999)

Salary Ranges

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Clercl Cust.
Abington						10.47					7.64	6.46				
	16.31					12.58					9.93	8.70				
Amesbury					10.97	12.51	10.20	10.20				7.83		9.06		
	18.17				13.11	14.97	12.20	12.20				9.91		10.60		
Ashland													5.41			
	11.51					7.43	7.59	7.47					6.00			
Athol	14.22	10.45				9.68						7.72				7.15
	18.00	13.23				12.25						10.46	4.56			9.69
Bedford	16.68	14.32	12.18		12.18						10.42	8.92	5.02	8.36		8.88
	22.51	18.97	15.84		14.25						12.19	10.43	5.86	10.46		12.23
Belchertown												6.24				
	12.88										8.77	6.92	4.24			
Bellingham												7.95			6.25	8.36
	19.23										10.85	10.36			6.75	10.96
Carver																
	14.09					6.81	7.51	9.05					6.81			8.77
Charlton													4.42			
	12.62					7.62	9.74	8.04					4.74			
Clinton										6.60						
	12.81		8.37							7.09			5.50			7.55
Memorial																
Sears																
South Dennis																
West Dennis																
Duxbury	13.25		11.89				10.65	10.65				8.59	3.75	9.78		
	19.44		15.18				13.62	13.62				10.96	6.00	12.49		
East Bridgewater		10.96				10.96		9.99			7.88			9.99		7.14
	19.65	13.99				13.99		12.34			10.42			12.34		9.26
East Longmeadow	16.64	11.89	10.95					10.10			9.18	7.91			8.46	6.63
	22.47	15.50	14.25					13.17			13.17	10.31			11.03	8.64
Foxborough	20.27				11.55	11.55						9.77	5.22		7.87	6.88
	27.12				16.76	16.76						13.77	6.99		10.86	9.50
Grafton	15.89			9.49		9.49						7.89				7.18
	19.34			11.18		11.18						9.29				8.45
Hanover	15.13					13.34	10.68					9.58	4.25			9.58
	22.70					14.34	11.48					10.29	6.34			10.29

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group D (10,000 - 14,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels: Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Harvard	12,104	C	35.0	MLS/DLS	2 0	0 3	2 0	1 1	1.7	5.3	1	8	12	15.3
Harwich - Brooks	10,430	E	40.0	MLS/DLS	3 1	1 0	0 1	3 0	2.7	5.3	1	10	50	52.9
Harwich - Chase	10,430	E	8.0	HS Grad.	0 0	0 0	1 0	2 0		0.7	0	3	1	5.8
Harwich - Harwich Port	10,430	E	27.0	MLS/DLS	1 0	0 0	1 0	0 0	0.8	0.9	0	2	7	7.7
Holbrook	11,050	E	35.0	MLS/DLS	2 0	0 1	1 0	1 0	2.0	4.4	3	3	10	9.7
Holden	14,853	C	35.0	MLS/DLS	2 1	0 5	2 0	0 0	2.0	8.3	6	4	27	28.8
Holliston	13,124	E	37.5	MLS/DLS	1 1	1 4	0 2	1 0	1.1	5.4	3	8	70	37.4
Hull	10,620	E	35.0	MLS/DLS	1 0	0 1	0 3	0 0	1.0	3.1	1	4	6	13.1
Ipswich	12,047	E	37.5	MLS/DLS	2 1	0 4	1 1	1 3	1.8	9.3	3	11	15	0.7
Leicester	10,153	C	31.0	BA/BS	0 0	0 1	1 1	2 0		3.1	0	6	5	5.8
Lynnfield	11,275	E	35.0	MLS/DLS	6 0	0 3	1 1	2 1	5.3	9.5	7	7	24	34.7
Maynard	10,480	E	35.0	MLS/DLS	2 1	0 0	0 1	2 0	2.0	4.4	3	3	6	5.8
Medfield	10,741	E	37.5	MLS/DLS	5 0	0 2	3 0	0 2		6.0	2	10	3	3.0
Medway	10,420	E	40.0	MLS/DLS	1 0	0 3	0 2	4 0	1.1	6.6	2	9	0	
Millbury	12,221	C	40.0	MLS/DLS	1 0	0 3	1 0	3 1	1.1	6.3	1	9	32	17.6
North Reading	12,296	E	35.0	MLS/DLS	3 1	3 0	1 0	2 0	3.0	6.8	3	7	12	11.3
Northborough	12,232	C	40.0	MLS/DLS	4 3	0 3	1 2	0 4	4.0	11.8	5	13	44	11.1
Northbridge	13,024	C	24.0	HS Grad.	0 0	0 0	0 0	3 0		1.4	0	4	9	15.0
Oxford	13,011	C	35.0	MLS/DLS	1 0	0 2	0 0	2 1	1.0	4.8	4	2	5	20.2
Palmer	12,252	W	35.0	MLS/DLS	1 0	0 3	1 0	4 0	1.0	9.6	9	2	62	12.7

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group D (10,000 - 14,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Salary Ranges																
Harvard					11.96		8.67	9.81			7.57		4.25			
	18.60				14.38		10.39	12.25			8.90		5.05			
Brooks	15.02							11.27			7.44	7.07				7.17
	18.81							11.79			7.77	7.39				8.82
Chase	7.92	6.69				6.35										
Harwich Port	Stip.									4.50						
Holbrook	12.69	10.37					8.99								6.49	6.29
	18.53	14.11					11.38								8.52	8.16
Holden	21.36	16.25	13.89								10.98	8.35				
	25.01	19.01	16.25								12.84	9.77				
Holliston		11.05	11.05			9.84	9.28									
	16.49	13.67	13.67			12.16	11.47					7.86	4.97			9.19
Hull	16.69	13.84				12.17					10.16					
	19.47	15.83				13.44					11.14					
Ipswich							7.65						4.75			
	18.49	12.94	11.98		11.63	11.21	11.28	11.63				7.35	7.35			10.65
Leicester	10.22	8.08						5.74				5.12				
	12.43	9.81						7.14				6.37				7.80
Lynnfield			12.09		8.70	8.70	7.69	7.69				6.83				
	23.09	13.74	12.36		10.74	10.74	9.54	10.74				8.64	5.00			
Maynard		9.23									9.01				8.22	
	13.47	10.83									10.11		5.31		8.77	
Medfield	14.88				9.36	9.36		7.92				7.15		7.92		
	21.08				12.79	12.79		9.74				8.80	5.50	9.74		
Medway	16.53					11.88	9.34	9.34		9.34		8.02				7.42
	23.60					15.63	12.30	12.30		12.30		10.55				9.75
Millbury	14.63					10.25						9.17	5.20		9.50	7.30
North Reading												7.41				
	17.75	12.77	11.36									10.11	5.30			
Northborough	17.90	14.21				13.16			13.16		9.67			9.67	9.67	8.95
	22.65	17.98				16.65			16.65		12.24		5.50	12.24	12.24	11.33
Northbridge	12.00		7.78													6.85
Oxford	17.34				13.86	13.19				7.13						
	17.86				14.28	13.59				7.34			4.25		9.96	
Palmer											8.59					
	17.66	13.18			10.24	10.49		9.45		9.45	8.83					6.36

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Population Group D (10,000 - 14,999)

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Pepperell	10,413	C	40.0	MLS/DLS	1 0	0 1	2 1	2 0	1.1	6.4	2	6	50	15.4
Raynham	10,024	E	10.0	BA/BS	0 0	0 2	2 2	2 0		3.1	0	9	3	11.5
Seekonk	12,982	E	35.0	MLS/DLS	6 3	0 0	1 1	6 8	3.6	8.2	2	23	19	27.8
Spencer	11,818	C	35.0	MLS/DLS	1 0	0 5	1 2	2 0	1.0	5.7	1	11	18	30.0
Sudbury	14,806	E	35.0	MLS/DLS	4 0	0 10	1 0	0 4	3.1	10.7	5	15	10	29.8
Swampscott	13,691	E	35.0	MLS/DLS	4 2	0 5	3 1	1 1	3.1	9.4	4	15	21	17.6
Uxbridge	10,802	C	40.0	BA/BS	0 0	0 3	2 0	1 2		5.9	2	7	3	4.8
Wayland	12,222	E	35.0	MLS/DLS	6 3	0 9	2 0	0 5	3.1	10.9	9	17	3	4.8
Westborough	14,455	C	40.0	MLS/DLS	5 2	0 11	2 1	2 4	4.7	14.6	4	24	12	8.6
Weston	10,411	E	37.5	MLS/DLS	6 0	0 12	1 0	1 9	5.3	14.2	6	24	10	6.1
Westport	14,042	E	40.0	MLS/DLS	2 0	0 0	1 0	3 0	2.1	4.9	2	5	2	
Westwood	12,940	E	35.0	MLS/DLS	5 0	0 10	1 0	3 0	4.5	14.4	6	16	24	39.2
Whitman	13,372	E	35.0	MLS/DLS	1 1	0 2	0 1	1 0	1.0	4.4	3	4	25	6.7
Wilbraham	12,472	W	35.0	Other Grad.	2 2	0 4	1 2	0 4	3.0	9.0	3	12	20	5.0

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group D (10,000 - 14,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
	Salary Ranges															
Pepperell	14.25	11.09				11.09	10.20				8.63	6.76				7.32
	17.27	13.42				13.45	11.31				10.43	8.14				8.83
Raynham										5.19						
	11.06		8.11			8.11	6.74	6.12		5.46						5.66
Seekonk	19.84	15.13	10.79		10.79	10.79					8.80	7.70	5.50	8.25		
	24.11	18.39	13.14		13.14	13.14				11.58	10.71	9.38	6.66	10.03	8.25	
Spencer	10.18	9.39									6.00					
	12.71	11.39								12.50	7.39		4.25			10.02
Sudbury	24.09		15.34		12.02	14.02		14.02			14.08	10.31	6.30	12.07		10.27
	28.00		19.32		15.14	17.66		17.66			17.73	14.02	6.75	15.20		12.93
Swampscott	18.88				12.56	12.56	12.56	12.56			8.45	7.11		8.45		6.33
	22.00				15.09	15.09	15.09	15.09			12.11	9.56	5.08	12.11	5.60	12.33
Uxbridge												6.00	3.35			
	14.29	11.52										8.72	4.30			6.89
Wayland	23.13		15.13		12.97	12.97	14.01	12.01		12.01	11.12			12.97	8.68	10.66
	30.08		19.67		16.87	16.87	18.22	15.62		15.62	14.46		6.04	16.87	11.31	12.76
Westborough	11.67				11.63	11.63	9.64	11.20	11.20		8.77	8.32	4.75		8.77	8.32
	18.27				16.48	16.48	13.58	15.70	15.70	16.00	12.91	11.73	5.25		12.32	11.73
Weston			14.79									10.74	4.75		6.50	9.70
	23.62		16.36		13.50						11.59	11.68	6.00	12.90	11.98	10.00
Westport		10.93									8.43					8.54
	15.72	12.14									9.37				4.84	9.49
Westwood	21.39		15.15	13.90	13.90						12.75	9.90		11.66		9.90
	28.15		19.94	18.29	18.29						16.78	13.03		15.34		13.03
Whitman												4.46				
	14.93	8.29			10.00						6.81	5.23				6.62
Wilbraham											7.63	6.93	4.00			
	20.45	13.42				11.99					10.30	7.14	5.00	8.86		

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Population Group E (15,000 - 24,999)

Municipality/Library	Pop	Reg	Education and Staffing Levels: Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Acton - Memorial	18,071	E	40.0	MLS/DLS	6 0	0 7	0 3	1 2	5.3	10.9	4	15	17	27.0
Acton - W. Acton	18,071	E	26.0	Assoc.	0 0	0 0	1 0	0 0		0.7	0	1	13	20.0
Auburn	15,086	C	35.0	MLS/DLS	3 1	0 3	3 3	1 3	3.0	12.0	8	10	4	
Belmont	24,367	E	35.0	MLS/DLS	10 0	0 4	4 0	7 10	8.0	21.0	15	22	41	76.5
Bourne	16,164	E	37.5	MLS/DLS	3 0	0 0	1 0	0 0	3.2	4.2	3	2	15	30.0
Bridgewater	21,724	E	35.0	MLS/DLS	7 0	0 9	0 0	2 0	5.3	13.2	8	11	82	
Burlington	23,301	E	35.0	MLS/DLS	5 1	1 3	1 4	3 4	4.7	14.2	6	16	8	7.7
Canton	19,112	E	35.0	MLS/DLS	4 1	0 3	1 2	3 2	4.0	14.9	12	6	3	4.6
Concord	17,391	E	37.5	MLS/DLS	12 0	1 13	2 1	0 10	8.1	26.7	14	29	58	25.0
Danvers	24,484	E	40.0	MLS/DLS	4 1	0 12	1 2	18 0	4.4	20.7	10	28	51	76.2
Dedham	23,662	E	37.5	MLS/DLS	7 1	0 6	2 1	4 1	7.5	20.0	14	10	0	
Easthampton	15,569	W	35.0	MLS/DLS	2 0	0 2	0 1	0 0	2.0	3.7	2	4	8	15.4
Easton	20,119	E	40.0	MLS/DLS	1 0	1 0	1 0	5 0	1.1	4.7	2	7	30	9.6
Fairhaven	16,207	E	37.0	MLS/DLS	3 0	0 3	1 2	1 0	3.2	8.6	5	6	17	40.5
Franklin	23,750	E	35.0	MLS/DLS	2 0	0 12	1 1	2 3	1.1	13.2	4	18	32	20.8
Gardner	20,064	C	37.5	MLS/DLS	2 0	0 3	1 2	2 3	2.1	10.9	8	6	38	4.8
Greenfield	18,184	W	37.5	MLS/DLS	2 0	0 4	0 2	0 0	2.1	8.8	7	2	8	5.8
Hingham	19,819	E	35.0	MLS/DLS	4 2	1 13	4 1	4 9	3.8	23.5	8	33	90	105.8
Hudson	17,356	C	37.5	MLS/DLS	2 0	0 2	1 1	2 2	2.1	7.6	6	4	23	10.8
Longmeadow	15,546	W	36.0	MLS/DLS	2 2	0 10	0 0	0 6	1.3	11.6	6	16	16	20.0

Public Library Personnel Report. 7-1-93 (Final Printing 04/22/94)

Population Group E (15,000 - 24,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
Memorial	18.16	14.95			14.24	14.24	11.10	14.24			9.49	9.03	4.45			
	22.60	18.61			17.72	17.72	13.73	17.72			11.85	11.28	5.25			
W. Acton	10.91															
	13.70															
Auburn	19.97	12.97				11.69						7.24	4.46			6.45
	27.38	17.78				16.02						10.58	6.17			9.30
Belmont	24.44	19.17	17.06	16.10	13.18	12.41					11.68	9.19	4.50		11.68	9.19
	29.74	23.33	20.76	19.58	19.58	15.09					14.21	12.59	5.50		14.21	15.09
Bourne	17.73	15.32	13.89									7.00				6.75
	23.90	20.64	18.71									7.60				7.25
Bridgewater	20.88		15.49		14.04	14.04	14.04				10.54	8.51	7.86	12.71		10.67
	23.46		17.41		15.80	15.80	15.80				11.60	9.22	8.15	14.47		12.30
Burlington	18.90	14.94			13.97	13.97		13.97			10.69	9.95	5.57	8.67	6.63	
	23.90	18.90			17.68	17.68		17.68			13.53	12.60	5.88	9.33	7.11	
Canton	21.34		15.05			12.64	12.64	12.64		11.24	10.60	8.58				10.00
	28.55		19.00			16.90	16.90	16.90		15.05	14.20	11.49	5.85			13.40
Concord	20.26		12.77	12.77	11.82	11.82		11.82			9.44	10.89	4.25	11.60		9.97
	29.38		18.51	18.51	17.14	17.14		17.14			12.62	14.56	7.80	15.51		13.33
Danvers	18.54	15.79	13.76		11.83	10.05	10.05	10.05			8.11	7.55	5.00			
	23.46	19.98	17.42		14.99	12.73	12.73	12.73			10.26	9.56	5.67			
Dedham	14.73	11.78			11.52	11.52	11.52	11.52		11.52		9.42		9.71		8.40
	19.95	15.19			14.00	14.00	14.00	14.00		14.00		11.05	5.52	11.75		12.45
Easthampton											7.00					
	12.00					13.00					8.00					8.00
Easton											7.00	7.10				
	13.46			8.65							11.13	7.60				7.00
Fairhaven											10.50	6.61				
	20.79	16.63				13.35					10.60	9.49	5.50		7.00	10.06
Franklin	13.70	10.75	10.24		10.24	8.09	8.09	8.09	10.24		9.43					7.06
	19.28	13.96	12.96		12.96	10.26	10.26	10.26	12.96	10.65	10.67	8.09	4.25			9.26
Gardner													3.99			8.66
	16.41	11.82				11.20					10.15	7.23	4.25			11.01
Greenfield	17.88	12.93	11.82							9.86	8.80			9.86		9.39
	22.14	15.47	14.16							11.86	10.60			11.86		10.11
Hingham	22.86		12.43		14.33	11.18				10.71		9.28	6.03	11.02	7.56	9.38
	27.40		19.06		17.42	13.62				13.08		11.18	9.28	13.45	11.18	13.86
Hudson	16.17				10.33	11.16	10.33	10.33		8.20			4.76	11.16		
	21.28				13.00	14.12	13.00	13.00		10.38			6.02	14.12		
Longmeadow	18.12		10.98									7.49		6.34		8.10
	21.73		13.19									8.86	4.53	7.43		9.91

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Ludlow	19,215	W	40.0	MLS/DLS	2 1	0 0	0 1	1 0	2.2	5.3	5	0	16	4.8
Mansfield	17,782	E	36.0	MLS/DLS	3 0	0 5	1 3	0 0	3.1	7.9	3	9	1	1.1
Marblehead	20,423	E	40.0	MLS/DLS	7 1	0 7	0 0	4 4	7.1	20.0	12	13	10	0.8
Marshfield	22,200	E	37.5	MLS/DLS	4 1	0 2	2 1	1 1	4.3	10.9	8	5	75	70.5
Middleborough	18,159	E	36.2	MLS/DLS	2 3	0 0	1 1	3 0	1.6	6.8	3	8	12	5.8
Newburyport	16,437	E	35.0	MLS/DLS	1 0	0 6	1 0	5 0	1.0	11.9	10	5	13	40.0
North Adams	16,081	W	37.5	MLS/DLS	1 1	0 3	0 0	3 0	1.1	7.6	6	2	0	
North Andover	23,634	E	38.0	MLS/DLS	2 1	1 4	0 1	0 4	2.2	8.6	4	9	16	39.0
Norton	15,070	E	40.0	MLS/DLS	1 1	0 0	2 2	1 3	1.1	6.1	3	8	25	2.9
Pembroke	15,226	E	37.5	MLS/DLS	1 0	0 2	1 2	1 2	1.1	5.1	2	7	10	20.2
Reading	22,671	E	37.5	MLS/DLS	9 0	0 10	0 2	2 7	7.5	17.1	7	23	45	115.4
Rockland	16,341	E	35.0	MLS/DLS	2 0	0 0	0 0	4 2	1.3	5.8	3	6	60	6.7
Sandwich	16,483	E	35.0	MLS/DLS	2 1	0 2	7 0	0 0	2.0	9.9	8	4	42	48.9
Scituate	16,848	E	35.0	MLS/DLS	3 1	0 6	3 0	2 0	3.8	10.2	5	10	14	26.9
Sharon	15,762	E	37.5	MLS/DLS	5 0	0 1	3 1	6 0	5.4	12.1	6	11	11	9.2
Shrewsbury	24,721	C	37.5	MLS/DLS	5 0	0 5	3 0	3 7	5.4	18.0	15	9	15	17.0
Somerset	17,460	E	35.0	MLS/DLS	3 0	0 3	1 3	4 0	2.6	10.8	7	8	19	13.1
South Hadley	16,846	W	35.0	MLS/DLS	3 0	0 3	0 1	1 0	3.0	8.3	7	2	45	107.7
Southbridge	16,651	C	37.5	MLS/DLS	1 0	0 0	2 0	3 0	1.1	5.9	5	1	14	13.4
Stoneham	22,183	E	35.0	MLS/DLS	6 0	0 1	2 2	3 3	4.6	12.1	8	11	0	

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group E (15,000 - 24,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Ludlow	15.26					9.90						7.07				
	19.31					10.44						9.69				
Mansfield	17.22	13.30			12.20						8.27	6.20	5.71			
	21.20	16.37			15.04						10.76	8.44	6.35			
Marblehead	17.18	13.86			10.80	10.80		10.80	10.80	9.03		8.63		8.63	7.56	8.63
	22.94	16.82			12.97	12.97		12.97	12.97	10.80		9.87	6.00	9.03	7.90	10.91
Marshfield	21.32	15.23				12.01	13.24	13.24				7.87		8.68		7.87
	23.98	17.13				14.89	14.89	14.89				8.85	5.19	9.76		8.85
Middleborough	19.53		13.50		13.50	13.50					10.11				9.19	
	26.21		18.23		18.23	18.23					13.44				12.25	11.11
Newburyport								9.66				6.88				8.48
	17.47				10.51	12.14		11.48			11.17	9.32	5.00		11.19	8.51
North Adams	13.83				9.10	9.10					8.28	7.66				
	14.32				10.93	10.93					9.95	8.91				
North Andover	19.86	15.14			11.44	13.46	11.44					9.00	4.35			
	22.65	17.48			13.13	14.30	13.13					10.36	4.90			
Norton											8.71	6.25		Stip.		
	14.90					10.67					9.40	6.95	4.25			7.35
Pembroke	15.68	11.87									8.59				9.58	
	18.30	15.68									10.18	7.64	5.00		10.84	
Reading	18.05	16.75	14.63		12.78	12.78	12.78		12.78		8.51	7.95	5.56	9.75		
	27.80	21.18	18.51		16.16	16.16	16.16		16.16		12.34	10.06	7.03	12.34		
Rockland												7.98				7.10
	18.19				13.85						9.47	8.46	5.00			7.98
Sandwich	19.23	12.70	12.70				9.05				11.5.	7.72				
	27.58	15.69	15.69				11.67				14.16	10.71				
Scituate	22.50	16.90			15.39	15.39					10.58	8.77		9.63		
	24.70	19.23			17.51	17.51					12.04	9.97	4.25	10.96		
Sharon		11.87				11.20	11.20				8.72	7.90	4.47			8.12
	21.04	15.57				14.69	14.69				12.11	9.93	5.02	12.11		10.26
Shrewsbury	20.15	13.26	11.91		10.70	10.70	10.70				8.64	8.19	4.93		9.62	9.47
	24.03	15.81	14.21		12.76	12.76	12.76				10.30	9.77	5.72		11.47	10.81
Somerset	18.79				14.51	14.51					11.20	8.65				9.80
	23.77				18.35	18.35				12.21	14.17	10.94	4.25			12.40
South Hadley	19.38				14.84	14.84	13.02	14.84			10.75	9.42		12.27		8.69
	23.56				18.03	18.03	15.83	18.03			13.06	11.45		14.92		10.57
Southbridge	16.50		11.70			11.14	10.30					9.34			8.48	
	20.06		14.22			13.54	12.52					11.36			13.30	
Stoneham	19.39	16.31	13.39		13.39			13.39			10.20	7.32	4.63			9.47
	23.05	19.39	15.91		15.91			15.91			12.13	8.49	5.50			11.26

Public Library Personnel Report. 7-1-93 (Final Printing 04/22/94)

Population Group E (15,000 - 24,999)

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	Education and Staffing Levels DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Swansea	15,353	E	37.5	MLS/DLS	1 0	0 2	2 0	5 2	1.1	6.0	2	12	0	
Walpole	20,545	E	35.0	MLS/DLS	3 0	0 3	0 0	0 16	3.0	12.5	4	18	12	48.1
Wareham	19,563	E	40.0	MLS/DLS	3 2	0 3	1 0	0 0	3.1	6.7	5	4	34	85.0
Webster	16,255	C	35.0	MLS/DLS	1 0	0 0	0 0	4 0	1.0	5.0	4	2	4	0.5
Westford	17,320	E	37.5	MLS/DLS	5 2	1 2	3 5	3 3	4.8	16.1	5	21	25	44.4
Wilmington	18,488	E	35.0	MLS/DLS	4 0	0 0	0 0	8 3	3.5	9.6	6	9	8	9.2
Winchester	20,504	E	35.0	MLS/DLS	11 1	0 9	9 0	4 0	8.4	19.4	9	28	32	19.2
Winthrop	17,980	E	35.0	MLS/DLS	3 0	0 3	3 0	3 1	3.0	9.8	6	9	2	28.0
Yarmouth - South Yarmouth	21,230	E	37.5	Assoc.	0 1	1 1	3 0	0 0		2.6	1	5	40	96.2
Yarmouth - West Yarmouth	21,230	E	37.5	MLS/DLS	2 0	0 1	0 0	0 1	1.5	2.4	1	4	35	28.8
Yarmouth - Library Assoc.	21,230	E	37.5	Assoc.	0 0	0 1	3 0	0 0		2.2	1	3	40	39.5

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group E (15,000 - 24,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Swansea											6.18	5.01				5.00
	14.16					6.49					7.05	6.28	4.39			6.50
Walpole	18.02				13.36	13.36		13.36		10.05			4.85	9.27	7.03	
	25.40				18.83	18.83		18.83		12.28			7.55	11.33	8.09	
Wareham	19.57				12.01	12.01	12.01	12.01								
	25.53				15.63	15.63	15.63	15.63			8.00		6.50			
Webster																
	16.36	10.26				9.45						7.31	6.00			11.78
Westford	13.87	11.58	12.37	11.68	11.68						9.32	7.92	4.25		8.49	8.21
	20.80	17.37	16.56	12.57	12.57						10.87	9.16	6.25		10.95	10.34
Wilmington	18.48				14.67	14.67					12.58	11.64	4.25	8.50	7.00	
	25.95				20.62	20.62		13.75			17.68	15.05	4.45	9.50	8.00	
Winchester	21.18	18.90	16.43		14.19	14.19					9.75	8.95	5.06	11.59		11.25
	27.88	22.80	20.20		17.45	17.45					13.07	11.00	8.22	14.25		13.15
Winthrop	15.35	11.62				10.24	8.91	10.24		8.17		7.00	5.80			9.69
	17.72	13.90				11.94	10.17	11.94		9.36		8.60	6.00		8.60	10.62
South Yarmouth	10.08										8.69					
	12.09										10.39					
West Yarmouth	10.08				8.69							8.69				
	12.09				10.39							10.39			8.69	6.50
Library Assoc.	10.08										8.69					
	12.09										10.39					

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group F (25,000 - 49,999)

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Grad DLS/MLS Oth	BLS BS/BA BLS MS/MA	ASSOC <2 yr HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Agawam	27,492	W	35.0	MLS/DLS	2 0	0 7	2 0	4 0	3.0	13.2	11	4	14	39.1
Amherst	34,603	W	37.5	MLS/DLS	10 6	0 12	6 0	2 4	10.1	31.4	16	27	132	
Andover	30,221	E	37.5	MLS/DLS	14 3	1 9	2 2	8 16	11.0	31.7	11	44	6	13.6
Arlington	44,126	E	35.0	MLS/DLS	13 1	0 8	1 1	8 18	12.2	35.3	23	31	30	42.3
Attleboro	38,352	E	35.0	MLS/DLS	3 1	0 7	0 1	2 3	3.0	16.1	13	5	6	5.8
Barnstable - Centerville	41,455	E	35.0	<2 Yrs.Col.	1 0	0 2	2 2	1 0		4.6	1	7	8	37.8
Barnstable - Cotuit	41,455	E	35.0	<2 Yrs.Col.	0 0	0 2	1 2	0 0		4.0	2	3	15	9.0
Barnstable - Hyannis	41,455	E	35.0	MLS/DLS	3 2	1 3	0 1	0 0	2.5	10.2	6	6	50	19.2
Barnstable - Marstons Mills	41,455	E	30.0	MLS/DLS	1 1	0 0	2 0	0 0	0.9	2.7	0	4	13	9.6
Barnstable - Osterville	41,455	E	35.0	MLS/DLS	1 0	0 5	1 0	0 1	1.0	7.2	6	3	83	83.7
Barnstable - Sturgis	41,455	E	35.0	MLS/DLS	3 2	0 2	1 1	0 0	1.7	6.3	3	7	20	48.1
Barnstable - Whelden	41,455	E	30.0	MLS/DLS	1 0	0 2	1 0	0 0	0.9	2.0	0	5	7	10.6
Beverly	38,378	E	35.0	MLS/DLS	16 0	0 8	0 1	8 4	10.2	18.3	9	29	2	2.9
Billerica	38,280	E	37.5	MLS/DLS	6 0	0 5	1 2	0 3	4.9	11.8	4	13	23	50.9
Braintree	33,840	E	38.0	MLS/DLS	6 0	0 3	1 0	13 7	6.5	24.5	18	15	7	2.0
Chelmsford	32,818	E	37.5	MLS/DLS	6 0	0 12	2 3	3 7	5.9	22.3	10	26	14	21.9
Chelsea	26,786	E	35.0	BA/BS	0 0	0 2	0 1	3 3		6.3	6	3	6	1.9
Dartmouth	27,399	E	35.0	MLS/DLS	3 0	0 2	5 4	1 0	3.0	16.9	16	1	5	14.6
Dracut	26,645	E	35.0	BLS	0 1	1 1	1 1	2 1		7.8	7	2	4	10.6
Everett	35,087	E	35.0	MLS/DLS	8 0	1 4	4 1	6 5	5.5	17.3	12	18	0	

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group F (25,000 - 49,999)

Salary Ranges

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Agawam	21.07				15.45	15.45		15.45			11.33		8.63	12.16	9.59	
	23.71				17.39	17.39		17.39			12.95		9.89	13.86	10.98	
Amherst	18.44	13.22		9.94	12.02		12.02	12.02		12.02	9.03	5.17	4.49	9.03	7.26	5.17
	26.58	19.11		14.39	17.38		17.38	17.38		17.38	15.82	11.33	4.71	13.16	10.56	13.16
Andover	23.04	18.84	16.62		15.22	15.22		15.22		15.22	12.16	9.80	4.50	12.16		
	29.79	24.54	22.06		20.00	20.00		20.00		20.00	15.39	11.63	5.50	15.39		
Arlington	20.49	16.56	13.30	13.30	12.26	12.26				12.26	10.54	8.87	4.25		8.87	9.50
	30.73	22.67	21.08	18.22	16.79	16.79				16.79	13.77	11.51	5.00		11.51	12.91
Attleboro			12.82									9.27				
	23.14	16.92	14.42	12.60	12.60	12.60	11.20			12.12	11.46	10.11	4.25	11.46		9.12
Centerville	13.20					9.23	9.52	9.52		9.52						
Cotuit	16.69				9.93	11.12	9.93			8.32						
Hyannis							8.59									8.03
	24.50	17.39	12.60				9.40	13.38				8.59				8.40
Marstons Mills	18.28		11.44			11.43				8.75						
Osterville	16.48	12.28				11.09						6.90				
	17.80	12.77				11.54						9.78	5.00			7.20
Sturgis	16.50				12.00			12.50				7.85				8.50
	20.00	14.71			13.26	12.50		13.26				8.50			9.93	9.65
Whelden											7.25					
	14.99										9.00					8.25
Beverly			15.09	15.09	11.67	11.67		11.67		11.67		9.43	5.00	9.43		11.17
	20.61	17.88	17.63	17.63	13.80	13.80		13.80		13.80		12.12	6.75	12.12		12.54
Billerica	20.19	16.45	13.69		12.56	13.64					9.53	9.07				
	25.23	19.25	16.05		14.72	15.99					11.18	10.62	5.69			
Braintree	20.22		13.59	13.59		13.59	13.59	13.59			9.71	8.72			13.09	11.40
	23.48		15.74	15.74		15.74	15.74	15.74			11.88	9.71	5.00		14.77	12.58
Chelmsford	22.37			13.58	13.58	13.58	13.58	13.58		13.52	10.76	8.91	4.75	11.51		7.98
	27.85			16.90	16.90	16.90	16.90	16.90		13.64	13.39	11.10	5.25	14.33		13.39
Chelsea	16.87				12.34	12.34	10.90						5.00			
Dartmouth	20.21	16.05		10.72	10.72	10.72		10.72			10.71	8.59		9.32		8.15
	24.21	18.72		12.75	12.75	12.75		12.75			12.74	9.72		10.92		10.45
Dracut	18.42				15.19	12.48	11.79	13.80				8.90	5.00	10.90		12.73
Everett	19.48	15.07			13.89	13.89	11.80	13.89		11.80		9.23				
	22.35	17.30			15.94	15.94	13.54	15.94		13.54		10.60	4.25			11.57

Public Library Personnel Report. 7-1-93 (Final Printing 04/22/94)

Population Group F (25,000 - 49,999)

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
				Education and Staffing Levels										
Falmouth - Public Library	27,956	E	40.0	MLS/DLS	9 1	1 6	3 2	13 2	7.1	25.4	11	31	34	53.8
Falmouth - West Falmouth	27,956	E	9.0	HS Grad.	0 0	0 0	1 0	2 0		1.0	0	5	1	1.2
Falmouth - Woods Hole	27,956	E	19.0	BA/BS	0 1	0 4	0 0	0 0		1.7	0	5	5	14.4
Fitchburg	38,937	C	37.5	MLS/DLS	8 1	0 3	2 3	10 9	7.7	25.9	14	25	61	72.0
Gloucester	28,809	E	32.5	Other Grad.	5 1	0 4	1 0	7 0	4.1	14.6	2	17	55	153.8
Holyoke	42,066	W	35.0	MLS/DLS	1 1	0 4	0 0	2 0	1.0	8.1	6	4	25	112.9
Leominster	38,258	C	34.0	MLS/DLS	5 0	0 8	2 0	4 1	4.9	15.7	1	20	15	28.8
Lexington	28,998	E	37.0	MLS/DLS	12 0	0 12	8 7	8 15	9.4	41.1	24	43	332	230.8
Marlborough	32,334	C	35.0	MLS/DLS	2 3	0 7	2 5	6 3	1.4	16.3	9	19	27	8.5
Melrose	27,777	E	36.0	MLS/DLS	7 1	0 9	1 3	0 9	3.4	17.4	12	21	26	18.3
Methuen	40,669	E	35.0	MLS/DLS	2 0	2 8	5 0	0 3	2.0	13.5	7	15	4	4.9
Milford	25,158	C	35.0	MLS/DLS	7 1	0 1	4 5	3 2	7.0	19.3	14	11	0	
Milton	25,901	E	37.5	MLS/DLS	7 1	0 5	5 0	0 10	7.5	19.3	11	17	10	62.5
Natick - Bacon	30,428	E	20.0	MLS/DLS	1 1	0 0	0 0	1 0	0.6	1.3	0	4	0	
Natick - Morse	30,428	E	40.0	MLS/DLS	9 2	0 9	5 0	3 8	7.4	22.2	11	28	8	16.0
Needham	27,674	E	37.5	MLS/DLS	13 2	0 9	3 6	3 11	7.8	24.2	14	36	53	23.3
North Attleborough	25,457	E	40.0	MLS/DLS	5 0	0 0	1 1	2 0	5.2	8.4	6	4	1	3.8
Northampton - Forbes	29,028	W	37.5	MLS/DLS	12 0	0 7	3 8	11 2	9.1	31.5	18	30	3	3.8
Northampton - Lilly	29,028	W	40.0	Other Grad.	0 2	0 4	0 0	0 0		2.9	1	5	12	14.4
Norwood	28,654	E	35.0	MLS/DLS	9 2	1 3	5 1	8 8	7.4	21.2	13	28	13	15.6

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Population Group F (25,000 - 49,999)

Salary Ranges

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Public Library	19.65 24.86	14.99 18.97	12.24 16.57	11.44 14.47	11.44 14.47			9.99 12.64			8.72 14.47	8.15 12.64	7.12 9.01	10.69 13.52	8.15 10.32	8.15 10.32
West Falmouth	9.50	7.00													9.50	5.83
Woods Hole	10.95	10.00									7.90 8.45	6.00				
Fitchburg	19.46 25.35	Stip.	10.25 15.31		10.25 13.00	11.19 15.31		10.25 13.00		7.35 10.25	7.38 13.00	6.20 8.40	4.00 5.25		8.83 9.98	8.61 9.35
Gloucester	17.12 25.31	14.49 21.41			13.28 16.86	13.28 16.86	9.99 12.75	13.28 16.86	9.99 12.75	10.65 13.78		9.99 12.75	4.25 5.00	12.28 16.86		10.65 13.78
Holyoke	17.33					11.59				7.70	8.26 9.74	6.78		12.47		8.09 9.66
Leominster	19.01 24.06	15.16 19.18			13.53 17.12	13.53 17.12	12.08 15.29	13.53 17.12	12.08 15.29		10.79 15.29	7.50 12.19	4.50	9.63 12.19		9.63 12.19
Lexington	23.96 32.35	19.34 26.11	17.42 23.52	20.34 27.45	14.64 19.77	13.85 18.70		13.85 18.71			11.62 16.96	9.27 14.53	4.25 9.20	11.00 14.84		9.27 16.96
Marlborough	22.29 25.08		13.47 15.22		12.32 13.80		7.20 8.11		13.00 14.63	11.14 12.05	13.00 14.63		5.06 7.25	11.14 12.24		
Melrose	16.42 20.89	13.82 17.59			10.56 12.41	10.56 12.41	10.56 12.41				8.47 10.02		4.25	8.47 10.02		8.96 10.12
Methuen	19.22		13.11 14.28								7.50 13.11	7.50 9.00	4.75 5.25	8.00		6.50 7.00
Milford	20.35 25.03		15.72 19.35		11.59 15.07	11.59 14.18	11.59 14.18		11.59 14.18		10.53 12.08		4.75		10.04 11.51	9.37 15.07
Milton	21.34 26.10	17.46 21.53		13.03 16.50		13.03 16.50	13.03 16.50	13.03 16.50			11.18 12.81	9.72 11.25	4.64 5.10	11.66 13.40		
Bacon	14.43											6.87 8.21				Stip.
Norse	19.23 27.30		13.28 19.97		12.26 19.97	12.26 19.97			12.26 19.97	8.21 16.69	7.21 10.51		5.35	8.24 13.34		6.98 14.50
Needham	21.21 25.31	15.41 20.45	14.27 18.93		11.23 16.24	11.23 17.53	10.76 14.28	13.21 17.53			9.99 13.25	7.79 11.35	4.96 5.26	9.21 12.23		7.60 14.28
North Attleborough	13.98 16.95				11.48 13.80	11.48 13.80		11.48 13.80			8.54 10.19	7.54	5.73 6.49			5.73 6.49
Forbes	24.16		12.08 14.69		12.17 13.32		12.17	11.41 13.71		9.03 14.69		5.15 10.83	5.15			10.05 13.39
Lilly	12.40 15.25	10.27 12.46					7.69 8.98									
Norwood	20.24 26.26				13.65 20.36	13.65 20.36		13.65 20.36		13.65 20.65	9.05 14.07	6.55 9.55	4.35 5.70	11.26 15.95		10.00 13.50

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Population Group F (25,000 - 49,999)

Municipality/Library	Pop	Reg	Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
				Education and Staffing Levels										
Peabody	47,387	E	35.0	Other Grad.	5	0	8	12	6.0	32.6	17	36	0	
					1	6	2	15						
Pittsfield	47,104	W	35.0	MLS/DLS	8	0	8	13	6.3	23.1	14	33	10	15.4
					0	12	3	3						
Plymouth	47,140	E	37.5	MLS/DLS	7	0	3	7	7.5	23.5	16	16	149	205.2
					1	4	3	5						
Randolph	30,372	E	35.0	MLS/DLS	3	0	4	0	3.0	9.4	6	7	32	67.3
					0	4	1	0						
Revere	42,751	E	[illegible]	MLS/DLS	2	0	0	4	2.3	7.3	6	1	0	
					1	0	0	0						
Salem	37,567	E	35.0	MLS/DLS	10	0	3	5	7.0	22.5	16	17	0	
					1	7	4	0						
Saugus	25,534	E	36.5	MLS/DLS	2	0	2	1	2.1	8.7	6	4	14	21.5
					0	3	1	0						
Stoughton	26,979	E	35.0	MLS/DLS	4	0	1	8	4.0	14.3	10	10	11	13.4
					2	1	0	2						
Tewksbury	28,321	E	37.5	MLS/DLS	1	0	0	2	1.1	6.9	2	7	17	5.5
					0	3	0	2						
Wakefield	25,118	E	35.5	MLS/DLS	8	0	2	3	6.7	18.7	12	19	80	127.9
					1	10	1	3						
Watertown	32,443	E	37.5	MLS/DLS	17	2	6	10	11.4	32.9	21	40	0	
					0	10	6	7						
Wellesley	26,655	E	35.0	MLS/DLS	13	0	7	5	10.0	32.4	13	47	47	73.0
					3	19	5	6						
West Springfield	27,289	W	37.5	MLS/DLS	6	0	0	4	5.9	13.7	7	10	0	
					1	6	0	0						
Westfield	38,168	W	37.0	MLS/DLS	1	0	1	3	1.1	22.0	13	14	0	
					0	11	2	6						
Woburn	36,407	E	37.5	MLS/DLS	8	0	2	1	7.9	14.8	12	4	3	1.9
					0	2	1	0						

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group F (25,000 - 49,999)

Municipality	Lib. Direc	Assis Direc	Salary Ranges: Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Peabody			12.47	12.47						11.02	9.95		4.22	11.21	9.57	9.29
	24.14	18.84	14.31	14.31						13.11	11.72	6.10	4.75	12.63	11.28	10.40
Pittsfield			13.05		11.52					11.52	8.82	6.66	5.67	12.04	7.83	
	25.82		15.48		13.68					13.68	11.10	8.09	6.92	14.27	10.00	
Plymouth	20.42	16.72		13.23	13.23	13.23	13.23	13.23			9.99	9.34		10.45		10.78
	25.19	20.40		15.21	15.21	15.21	15.21	15.21			13.23	10.37	4.50	12.38		11.48
Randolph	17.80	13.58				12.69	9.05				8.45			9.68		9.68
	23.42	17.87				16.70	12.32				11.89			12.74		12.74
Revere	14.19				9.51	10.37					7.30					
	15.77				10.57	11.47					8.11	5.00				
Salem	21.31	17.09	14.23								11.62	9.74	5.11	12.35		10.04
	23.02	18.49	15.39								12.57	11.77	6.79	13.36		11.74
Saugus	18.08				12.89	12.89		12.89			10.52	7.00		13.79		7.00
	20.08				14.47	14.47		14.47			11.90	8.91		15.45		8.91
Stoughton		16.47			13.88	13.88					11.55	7.85	5.25	11.55	7.85	8.78
	25.30	25.71			17.13	17.13					14.47	19.61	6.25	14.47	10.99	14.47
Tewksbury	15.91	11.38													9.01	
	21.30	15.23											4.25		12.06	9.01
Wakefield	17.37	14.73	13.25		13.25	13.25			13.25	Stip.	11.34	9.19	4.75		9.89	
	22.53	19.01	16.96		15.63	15.63			15.63		14.39	11.34	5.00		12.14	12.25
Watertown		17.81	13.26	13.26	11.90					10.74	10.20	7.85	4.25	11.74		11.00
	21.79	20.15	14.84	14.84	12.95					11.79	11.09	10.64	6.00	12.77		13.16
Wellesley	22.05	17.99	13.45		12.96	12.96				12.96	9.64	8.29	4.50	11.92	5.97	9.94
	33.08	26.99	19.05	17.43	17.43	17.43				17.43	14.63	11.71	5.25	14.42	10.53	12.85
West Springfield	16.07	14.01	12.20		10.66	10.66					8.10	7.28	5.00			
	20.05	17.48	15.31		13.42	13.42					10.33	9.39	5.50			
Westfield			10.89		9.22	9.22	9.22	9.22				6.56	4.25	10.35		8.52
	22.72		12.66		10.69	10.69	10.69	10.69				7.23	4.50	11.63		11.71
Woburn			13.09								11.03					9.18
	20.94	17.57	14.07		12.44					12.16	11.13	8.61	6.08		9.26	10.25

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS BS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Brockton	89,191	E	35.0	MLS/DLS	4 1	0 1	3 2	9 0	4.0	19.2	16	5	45	86.5
Brookline	53,063	E	37.0	MLS/DLS	22 1	2 13	3 5	5 11	22.2	53.8	44	24	22	83.0
Cambridge	93,554	E	37.5	MLS/DLS	26 5	0 25	7 0	10 15	26.8	71.5	51	41	0	
Chicopee	56,115	W	35.0	MLS/DLS	1 1	0 4	4 13	0 1	1.0	25.7	25	1	10	36.5
Fall River	91,066	E	33.5	MLS/DLS	4 2	0 6	6 3	8 2	3.8	26.7	0	31	0	
Framingham	63,352	E	37.5	MLS/DLS	13 2	0 16	9 2	6 16	12.4	43.5	23	41	26	23.8
Haverhill	52,167	E	40.0	MLS/DLS	7 1	0 7	5 5	7 0	8.0	26.6	15	18	170	223.7
Lawrence	65,493	E	35.0	MLS/DLS	4 2	0 4	3 1	7 4	3.1	21.8	15	12	7	82.7
Lowell	99,873	E	35.0	MLS/DLS	6 0	0 11	0 0	10 0	5.6	22.9	18	9	90	17.1
Lynn	78,652	E	35.0	MLS/DLS	4 1	0 5	0 6	12 20	2.7	25.4	19	32	0	
Malden	53,709	E	35.0	MLS/DLS	8 2	0 2	1 0	17 0	7.8	27.0	21	11	10	4.2
Medford	56,702	E	35.0	MLS/DLS	8 0	1 1	2 0	9 1	8.0	20.4	18	6	34	10.0
New Bedford	96,892	E	35.0	MLS/DLS	12 0	0 4	2 0	13 5	12.0	34.5	30	9	16	5.0
Newton	82,126	E	37.5	MLS/DLS	30 2	2 22	11 2	1 12	31.1	72.4	53	35	210	108.1
Quincy	84,457	E	35.0	MLS/DLS	14 0	1 2	3 9	1 1	14.0	35.0	33	3	25	98.0
Somerville	72,303	E	35.0	MLS/DLS	17 0	0 6	8 2	8 5	17.5	39.1	34	12	4	29.0
Taunton	50,697	E	35.0	MLS/DLS	4 1	0 6	2 1	2 0	4.0	17.0	17	0	13	138.8
Waltham	56,698	E	35.0	MLS/DLS	6 2	0 5	2 3	8 9	6.0	22.8	14	24	12	27.7
Weymouth	54,584	E	35.0	MLS/DLS	5 1	0 4	1 2	5 3	5.0	19.9	16	11	33	42.7

Public Library Personnel Report, 7-1-93 (Final Printing 04/22/94)

Population Group G (50,000 - 99,999)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Salary Ranges Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clercl Staff	Cust.
Brockton	16.80		12.70	12.70	12.07						11.72	5.58			11.73	10.09
	22.13		15.95	14.90	14.10						13.66	12.28			15.11	11.00
Brookline		21.78	17.96	14.24	14.24	16.00	14.24	16.00	14.24		12.05	9.48	4.50		13.56	9.20
	30.15	25.00	23.06	20.61	18.38	18.38	16.36	18.38	16.36		12.67	11.99	7.75		14.19	14.81
Cambridge		23.49	17.44	11.94	12.52	11.94	11.94	11.94		12.52	8.41	8.50	4.25	13.22	8.23	7.52
	35.01	28.46	23.75	19.49	17.38	15.04	17.38	17.38		17.36	9.87	11.93	4.65	18.92	12.39	15.39
Chicopee		13.03	11.69	9.02						7.03		7.03				8.14
	15.60	15.03	12.70	11.36						11.36		8.68				9.86
Fall River			12.39	8.74	9.33	9.06	9.06				8.47	8.24		8.74		
	26.49	18.99	13.30	10.35	12.50	11.04	11.04				10.35	9.34	5.00	10.35		
Framingham	21.72		13.91	13.91	11.97	11.97	11.97	11.97	11.97	13.24	10.84	8.53	5.02		10.05	
	26.08		16.85	16.71	15.11	14.38	14.38	14.38	14.38	15.90	14.38	11.16	6.65		12.73	
Haverhill	19.77		12.98		9.33	9.33	9.33	9.33			8.51	7.69	5.00	9.33	6.86	8.45
	22.68		14.08		10.43	10.43	10.43	10.43			9.61	8.79	6.00	10.43	7.96	9.11
Lawrence	25.04	14.71	11.97		10.97	10.97	10.97				8.00	9.99	4.25	11.23		6.00
	27.61	18.12	14.38		12.91	12.91	12.91				11.81	12.36	5.00	13.31		10.86
Lowell			13.41		9.97	9.97	9.97	9.97								
	23.57	16.74	15.28		12.39	10.62	10.62	10.62				10.94	5.00	11.34	7.00	
Lynn		15.23	14.28	13.07	11.57						10.87	10.55	4.25	12.96		10.71
	24.80	17.07	16.12	14.75	13.29						14.00	11.53	5.25	13.91		12.59
Malden												6.59	4.00			9.82
	26.14	19.99		16.00	13.45	13.45	13.45		12.79		10.43	9.51	6.00		10.61	10.32
Medford	24.60	17.90	14.14		13.07	12.57				13.07	10.94	9.55	4.75	12.57	11.17	11.86
	28.33	21.80	17.21		15.90	15.90				17.21	13.60	10.74	7.10	15.29	13.60	14.36
New Bedford	16.48		13.56	12.93	11.92					11.51	8.99	7.81		8.61	8.02	7.26
	25.41		21.46	20.48	18.87					21.46	13.15	10.93	5.00	12.46	11.38	9.95
Newton	23.91	20.14	15.52	12.88	12.88	12.88	9.85		12.88	12.26	11.78				10.77	10.10
	32.34	25.17	21.05	17.60	16.10	16.10	12.31	9.85	16.10	17.60	14.72	10.00	4.35		13.46	16.10
Quincy			14.98	11.65	12.72	10.89		14.98		12.72	12.41	10.00	5.59	12.41		9.99
	26.88	24.14	20.23	16.62	15.73	15.73		17.99		15.73	15.42	13.80	6.99	15.42		14.34
Somerville	21.13	17.51	11.34	11.34	10.56	8.84	10.56	10.56		10.56	9.77	8.84	5.75	12.02	9.77	
	23.22	18.75	11.99	11.99	11.20	11.20	11.20	11.20		11.20	10.13	9.41	6.25	13.36	10.13	
Taunton																
	20.14	14.30	12.56		12.00		11.18	11.18		11.18	9.74					11.21
Waltham	23.69	20.60	16.58		15.11						12.52	9.58	4.75	13.19		9.96
	31.70	27.36	24.15		20.22						16.81	14.52	8.00	17.65		12.90
Weymouth	18.81	15.24	12.42		9.30	10.17	9.30	9.30	10.17	11.23	8.53	6.64				8.47
	23.51	22.90	18.63		13.84	15.26	13.84	13.84	15.26	16.84	13.84	9.56	5.64			15.26

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Population Group H (over 100,000)

Municipality/Library	Pop	Reg	Education and Staffing Levels Dir.Wk. Hours	Director Education	DLS/MLS Oth Grad	BLS SS/BA	ASSOC <2 yr	HSGrad Other	MLS FTE	FTE	#FT	#PT	#VOL	Avg.Vol. Hrs/Week
Boston	551,675	E	35.0	MLS/DLS	174 4	0 6	1 0	1 364	174.0	581.0	514	101	0	
Springfield	153,466	W	150.0	MLS/DLS	25 4	0 16	16 19	26 8	25.8	88.0	58	56	33	7.9
Worcester	163,414	C	37.5	MLS/DLS	31 2	0 9	6 3	20 0	31.2	77.4	69	8	120	185.5

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Population Group H (over 100,000)

Municipality	Lib. Direc	Assis Direc	Senr Lib	Branch Lib	Adult Lib	Child. Lib	Circ Lib	Tech. Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clerci Staff	Cust.
					Salary Ranges											
Boston		34.31	19.31	22.13	11.39	14.10		19.04	18.22	19.61	10.32	9.42	5.00	11.32	8.63	8.58
	53.56	41.05	31.13	28.23	28.68	23.13		21.53	20.99	25.50	23.03	15.92	7.00	20.96	13.33	14.64
Springfield	20.53		13.93	10.38	10.38	10.38		10.38			8.53	7.73	4.75	9.41	6.36	
	25.27		18.67	16.93	15.35	12.62		15.35			11.44	9.95	5.25	11.44	9.95	
Worcester	22.40		14.55	12.64	12.64	12.64		12.64			10.23	8.96		11.00	6.97	8.73
	32.57		20.82	18.71	16.79	16.24		16.24			12.15	11.80		13.05	10.30	12.21